The most challenging thing I learned was how important members of my team flourish and develop the project to either fail to have vision or the vision is only apparent to culture of the team. When feedback and accountability all myself. By learning inspire others, I was able to see a select few. Learning to communicate a vision as well honest about the project and more likely to succeed as a leader.

### Fellowship Project
To Develop a Task Force to Redesign and Implement a New Didactic Curriculum with the Following Goals:

- Maximize Attendance for all Residents
- Maintain Consistency in Scheduling
- Determine a Centralized Location and Time
- Ensure High Quality of Lectures and Presenters
- Ensure Appropriate Variety of Topics and Relevance to Family Medicine
- Develop a System to Measure Quality and Efficacy

### Leadership Accomplishments
Inspire a Shared Vision

I have learned that initiatives fail because they either fail to have vision or the vision is only apparent to a select few. Learning to communicate a vision as well as how to inspire and motivate others to support your vision is critical for success as a leader.

A Good Leader Doesn’t Do It All Herself

The most challenging thing I learned was how important it is to empower others to succeed rather than doing it all myself. By learning inspire others, I was able to see members of my team flourish and develop the project to a new level that I hadn’t even planned on. Delegating tasks to your team in a meaningful way will also allow you to focus on your task as a leader, rather than getting bogged down in the details.

Feedback – Both Positive and Constructive – Is Crucial

Be consistent about providing feedback to members of your team and inviting feedback for your own performance. As a leader, you set the stage for the culture of the team. When feedback and accountability is the standard, your team is more comfortable being honest about the project and more likely to succeed as a team.

### Leadership Journey

<table>
<thead>
<tr>
<th>Leadership Journey</th>
<th>Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assess the Current State</strong></td>
<td>Further develop skills in empowering and enabling others</td>
</tr>
<tr>
<td><strong>Inspire a Shared Vision</strong></td>
<td>Seek more feedback and coaching on my own leadership skills</td>
</tr>
<tr>
<td><strong>Develop a Task Force of Key Players</strong></td>
<td>Provide more consistent positive feedback to team members</td>
</tr>
<tr>
<td><strong>Determine Common Goals and Ideal State</strong></td>
<td>Develop different leadership skill sets for different leadership roles</td>
</tr>
<tr>
<td><strong>Develop Action Plan to Move to Ideal State</strong></td>
<td><strong>Next Steps</strong></td>
</tr>
<tr>
<td><strong>Evaluate Outcome of Intervention</strong></td>
<td><strong>Lessons Learned</strong></td>
</tr>
<tr>
<td><strong>Utilize Data to Adapt and Improve</strong></td>
<td>Do Your Homework and Come Prepared to a Fight</td>
</tr>
</tbody>
</table>

### Project Status

#### Spring 2013
Identify a Need for Intervention
- Informal Subjective Concerns About Didactic Curriculum
- Survey of Residents on Topics Covered, Typical Presenters, Attendance
- Objective Review of Conference Schedule, Topics Covered, Attendance
- Concerns Identified Including Resident Attendance, Consistency of Lectures, Lack of Correlation of Topics of Lectures to Topics on Board Exams

#### July 2013
Develop Task Force
- Data Presented to Faculty and Decision Made to Implement a Task Force to Redesign Didactic Structure
- Met with Program Director, Clinic Director and Curriculum Director to Determine Non-Negotiables
- Recruited Task Force of Faculty and Residents From Each Year
- Examined Schedule Limitations, Other Didactic Curriculums and Content of Board Exams to Determine Ideal State
- Task Force Developed Action Plan to Move to Ideal State and Tools to Measure Progress Toward Goals

#### Sept 2013
Finalize Implementation Plan
- Presented Final Structure and Schedule to Residents and Faculty
- Coordinated Scheduling of Didactic Time with Clinic Scheduler
- Coordinated Community Specialists and Core Faculty Lectures
- Developed Tools to Monitor and Evaluate Lectures

#### Nov 2013
Go-Live of New Didactic Structure
- Survey Showed Improved Attendance but Identified New Issues with Time Management and Scheduling
- Developing a Method to Provide Feedback to Community Specialists on Lectures
- Developed Methods to Introduce Flexibility Into Scheduling to Improve Time Management
- Plan to Repeat Survey and Evaluation Process May 2014

#### Spring 2014
Assess Outcome of New Structure
- Developed Methods to Introduce Flexibility Into Scheduling to Improve Time Management
- Plan to Repeat Survey and Evaluation Process May 2014
- Developed Methods to Introduce Flexibility Into Scheduling to Improve Time Management
- Plan to Repeat Survey and Evaluation Process May 2014

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**Lessons Learned**

- Do Your Homework and Come Prepared to a Fight
- Assess and Re-assess Your Key Players Frequently
- Enable and Inspire Your Team
- Always Address the Elephant In the Room

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**Next Steps**

- Further develop skills in empowering and enabling others
- Seek more feedback and coaching on my own leadership skills
- Provide more consistent positive feedback to team members
- Develop different leadership skill sets for different leadership roles